
Resolution 04 – 2

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| Title | To Strengthen the Demographic Diversity of the Design Profession |
| Sponsors | Ronald J. Battaglia, FAIA, New York Regional Director, AIA Board of Directors J. Benjamin Vargas, AIA, Florida/Caribbean Regional Director, AIA Board of Directors American Institute of Architecture Students Boston Society of Architects/AIA AIA San Francisco AIA California Council AIA Florida AIA Georgia AIA Michigan AIA New Hampshire AIA New England AIA New Mexico AIA New York Chapter AIA New York State AIA North Carolina AIA Ohio AIA Puerto Rico AIA Rochester AIA Santa Clara Valley AIA South Carolina Texas Society of Architects/AIA Western Massachusetts AIA AIA Virgin Islands |
| Board Position | The Board of Directors supports this resolution. The following AIA committees have expressed their support for the resolution as well: AIA Building Science Knowledge Community AIA Committee on Design AIA Committee on the Environment AIA Diversity Committee AIA Educator/Practitioner Network AIA Facilities Management Knowledge Community AIA Housing Committee AIA Historic Resources Committee AIA Livable Communities Committee AIA National Associates Committee AIA Practice Management Knowledge Community AIA R/UDAT Task Group AIA Technology in Architectural Practice Knowledge Community |
| Endorsers | Wayne Mortensen, Student Director, AIA Board of Directors AIA Baltimore AIA Chicago |
| Intent | To support research efforts focusing on diversity in the profession, particularly as they relate to access to the profession and career advancement for minorities, women and other groups who bring diverse backgrounds to the profession. |

Text of Resolution

WHEREAS the demographics of society are changing and becoming more diverse; and

WHEREAS over the past 35 years, since Whitney Young Jr. challenged the AIA to embrace diversity, the demographics of the architecture profession have not changed significantly and are not reflective of the diverse society that we serve; and

WHEREAS data on all aspects of the profession – particularly demographic data – are scarce, largely anecdotal, and often unverifiable and thus hamper our ability to understand why diversity remains an elusive goal for the profession; and

WHEREAS the percentage of African American architects has remained unchanged for the past 35 years, the number of women attaining leadership positions in the profession is significantly less than the number of women entering the profession, and information on the number of Latino architects, architects with disabilities, gay/lesbian architects, foreign-born architects, Asian American architects and other groups of architects who bring diverse backgrounds to the profession is remarkably scarce,

Now, therefore,

BE IT RESOLVED that the AIA acknowledges and embraces the value of human diversity and believes that it enriches the profession of architecture, our community, and the quality of the built environment; and

BE IT FURTHER RESOLVED that the AIA will collaborate with related architectural organizations and support research initiatives and ongoing data collection that will lead the profession to a better understanding of who enters and succeeds in the profession and why; and

BE IT FURTHER RESOLVED that the AIA will provide multi-year funding for an ongoing audit on existing data within the profession, the analysis of that data, and the development and implementation of recommendations for a comprehensive data-collection and analysis system to track the profession over time; and

BE IT FURTHER RESOLVED that the results of efforts to develop comprehensive data-collection systems and implement programs that support diversity of designers and clients and access to the profession for everyone be regularly reported to the profession and the public; and

BE IT FURTHER RESOLVED that an Action Plan to implement the research included in this resolution will be drafted by October 1, 2004. The Diversity Committee will draft the Action Plan and be responsible for updating the Board on its progress by December 2004. Thereafter, the Diversity Committee will update the Board on an annual basis at the December Board Meeting.